

## Message Text

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71

ACTION EUR-25

INFO OCT-01 ISO-00 CIAE-00 COME-00 EB-11 INR-10 LAB-06

NSAE-00 RSC-01 SIL-01 L-03 H-03 SS-20 NSC-10 PA-04

USIA-15 PRS-01 SPC-03 SAM-01 DRC-01 /116 W

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R 011528Z MAR 74

FM AMEMBASSY STOCKHOLM

TO SECSTATE WASHDC 1510

INFO AMEMBASSY COPENHAGEN

AMEMBASSY HELSINKI

AMEMBASSY OSLO

USMISSION OECD PARIS

UNCLAS STOCKHOLM 0868

E.O. 11652: N/A

TAGS: ELAB, SW

SUBJECT: GOVERNMENT EMPLOYEES SIGN 1974 COLLECTIVE AGREEMENT

REF: (A) STOCKHOLM 0353; (B) STOCKHOLM 0579

1. SUMMARY: UNIONS REPRESENTING 475,000 SALARIED GOVT EMPLOYEES SIGNED 1974 AGREEMENT FEBRUARY 28 FOR BENEFITS TOTALING 14.1 PERCENT INCREASE IN GOVT WAGE COSTS. END OF SUMMARY.

2. STATE EMPLOYEES' SECTIONS OF CENTRAL ORGANIZATION OF SALARIED EMPLOYEES (TCO-S), SWEDISH TRADE UNION CONFEDERATION (LO-SF), CONFEDERATION OF PROFESSIONAL ASSOCIATIONS (SACO) AND NATIONAL FEDERATION OF GOVT EMPLOYEES (SR) SIGNED 1974 COLLECTIVE AGREEMENT FEBRUARY 28 WITH GOVT COLLECTIVE BARGAINING BOARD COVERING 475,000 GOVT EMPLOYEES.

3. TOTAL PACKAGE DURING 1974 AMOUNTS TO 11.7 PERCENT. INCLUDES COST OF GENERAL REVISION OF WAGE CLASSIFICATION STRUCTURE WITH ALL EMPLOYEES RECEIVING AVERAGE INCREASE UNCLASSIFIED

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OF 7.2 PERCENT. OTHER WAGE FRINGES ADD 1.7 PERCENT AND SOCIAL

INSURANCE FEES 2.8 PERCENT. MINIMUM WAGE RAISED FROM SKR. 2,454 MONTHLY TO SKR 2,800 MONTHLY AND MAXIMUM FROM SKR. 11,706 MONTHLY TO SKR 12,230 MONTHLY. UNDER NEW WAGE CLASSIFICATION ANNUAL MINIMUM AT AGE 33 FIXED AT SKR 38,000. (\$1.00 EQUALS SKR. 4.62). WAGE DRIFT GUARANTEE OF 2.4 PERCENT TO BE APPLIED JANUARY 1, 1975, MAKING TOTAL PACKAGE 14.1 PERCENT. WORK TIME REDUCTIONS TO 36 AND 38 HOURS FOR INCONVENIENT, HAZARDOUS OR DIRTY WORK WILL ADD FURTHER 0.7PERCENT EACH IN 1975 AND 1976.

4. AMONG OTHER FRINGE BENEFITS ARE SUPPLEMENTS FOR INCONVENIENT WORKING HOURS OF SKR 2.80 AND 5.60 PER HOUR, DEPENDING IF NIGHT WEEKEND, HOLIDAY OR SHIFTWORK.

5. ACROSS THE BOARD INCREASE IN RETIREMENT PENSIONS OF 7 PERCENT WITH MINIMUM OF SKR 140 PER MONTH FOR RETIRED EMPLOYEE AND SKR 70 FOR EMPLOYEES SURVIVOR ALSO INCLUDED. PENSIONERS HAVING RETIRED PRIOR TO JULY 1, 1959 RECEIVE SKR. 45 PER MONTH MORE. SICKNESS AND DISABILITY PENSIONS FOR THOSE WHO RETIRED AFTER AUG 31, 1972 RAISED TO 90 PERCENT OF PRE-RETIREMENT FINAL W Q UJ EFFECTIVE JAN 1, 1974.

6. NEW AGREEMENT SAW SACO AND SR, WHO HAD BOYCOTTED 1971 AGREEMENT AS PAYING INADEQUATE ATTENTION TO CLAIMS OF UPPER LEVEL EMPLOYEES, RETURNING TO THE FOLD. GUARANTEES THAT EARNING POWER OF HIGHER PAID WERE SUFFICIENTLY PROTECTED WERE REINFORCED BY GOVT WAGES MINISTER BERTIL LOFBERG PUBLICLY NOTING INCREASING DIFFICULTY GOVT WAS HAVING IN RECRUITING AND HOLDING QUALIFIED PERSONNEL AT SUPERVISORY LEVEL AND ABOVE. TOTAL AGREEMENT AND SOME SPECIFIC POINTS NOT FAR FROM EARLIER LO-SAF PRIVATE SECTOR AND COUNTY-MUNICIPAL EMPLOYEES' AGREEMENTS.

7. ONLY GENERAL ACCORD STILL UNSIGNED IS RENEGOTIATED FINAL YEAR OF CURRENT FIVE-YEAR AGREEMENT BETWEEN INDUSTRIAL WHITE COLLAR WORKERS AND SUPERVISORS AND SAF. DUE TO CATCH-UP PROVISIONS IN FIVE-YEAR ACCORD, TOTAL PACKAGE LIKELY TO BE SOMEWHAT HIGHER THAN THAT OBTAINED IN OTHER THREE AGREEMENTS.

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## Message Attributes

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